

UNIVERSITY OF TORONTO *Bulletin*

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Economic increases settled, in July pay

Across-the-board economic increases of 4.93 percent for faculty and 4.95 percent for staff will be reflected in the July pay cheques. Following lengthy negotiations, both the faculty and staff associations reached a settlement July 13 on salaries and benefits for 1983-84 with the University administration. The lower economic increase for faculty is offset by the higher net cost of their benefit plan improvements, which include raising the maximum insurable earnings limit from \$50,000 to \$65,000 under the survivor income benefit plan and from \$70,000 to \$90,000 under the group life insurance plan. Increases in salaries and benefits were limited by the Ontario government's anti-inflation legislation (Bill 179) to a total of five percent.

"Keeping in mind the inflation restraint regulations, I think we ended

up with a fair agreement," says Professor Adel Sedra, chief negotiator for the faculty association. "If we hadn't been able to settle our differences with the administration, we might have ended up looking for a solution from the Inflation Restraint Board, or in front of the courts. That sort of confrontation would have been expensive, both in dollars and in goodwill. Fortunately, we avoided all that and I hope it will be good for future relations between UTFA and the administration."

Alex Pathy, vice-president (business affairs) and chief negotiator for the administration, says the real winner in the agreement is the University.

"Reaching a settlement between ourselves, without relying on an outside body, was a major accomplishment, given the adversarial tone that had prevailed during negotiations."

The thorny issue was related to the pension scheme, says Professor Sedra. Based on an actuarial valuation of the pension fund as of June 30, 1982, there was a considerable difference between projected assets and outlays, which indicated a projected deficit situation. Typically such "deficits" or "unfunded liabilities" are covered by a series of payments made into the fund over a number of years. The administration, UTFA and UTSA had been unable to agree on how to handle the unfunded liability of the pension plan. In the end, the parties agreed to delay resolving the issue until after June 30, 1984. That is the date of the next actuarial valuation the University is required to file with the Ontario Pensions Commission. By then, says Sedra, the unfunded liability is likely to be much smaller, or even non-existent. Among the factors contributing to the dismal

outlook at the time of the last valuation was that the market was off but has since recovered, he says.

University employees earning less than \$35,000 as of June 30, 1983, are eligible for merit increases, in the case of staff, or progress-through-the-ranks (PTR), in the case of faculty. However, for the majority of faculty, the issue of PTR remains outstanding and will not be resolved until the Inflation Restraint Board rules on a test case brought before it by the Carleton University Academic Staff Association. The Carleton association is arguing that PTR increments represent promotions and should be outside the five percent limit imposed by Bill 179. The board's decision is not expected before late summer.

The only University employees who will not be awarded any increase in time for the July pay cheques are those in the senior salary category. That takes in individuals whose salary as of June 1983 is \$70,770 or more, including part-time staff whose salaries are pro-rated. For the past few years, a senior salary committee, appointed by Governing Council, has conducted an annual review of written recommendations for increases based on each individual's contribution over the past year. That committee is the final authority in determining the size of each award.

Sabbatical leave remuneration for librarians will be increased from 75 to 80 percent of salary effective July 1, 1983. But for an oversight, says Sedra, the increase would have been effected last year, when faculty sabbatical leave remuneration went up.

Newest addition to the benefits plans negotiated by UTFA and UTSA is provision of up to four weeks' unpaid adoption leave, during which time

Debate continues over PACIS recommendations but only time will tell their fate

by Pamela Cornell

The only way to judge the usefulness of the report of the Presidential Advisory Committee on Institutional Strategy (PACIS) will be to look at it three years from now, says Robin Armstrong, dean of the Faculty of Arts & Science. It's not a question of the competence of the committee who drew it up, he says, but of the will of the administration to implement it.

"In a way, I was a little disappointed," says Dean Armstrong. "I thought the committee was going to serve as a sounding board for the provost so he could try out different scenarios and come up with concrete solutions to the University's problems. But I gather the committee members refused to play that role and I can understand their unwillingness. In any case, it was extremely unlikely any major radical policy decisions would have been made in the year before the new president comes in."

Armstrong sees the PACIS report as a state-of-the-union message from a group of prominent academics to incoming President Donald Forster.

Professor Cecil Yip, president of the U of T Faculty Association (UTFA), thinks the administration would be well advised to set the report aside and start all over again, this time involving UTFA in the discussions.

"As long as they stay with the PACIS report," says Professor Yip, "relations between the association and the administration are going to be adversarial. We're prepared to be open and I think we already agree on the problems. It's just a matter of negotiating solutions."

Yip sees the PACIS report as "an inward looking document" that takes an unduly pessimistic attitude towards

the University's ability to raise the money it needs. He comments that the committee wants to improve the ratio of support staff to faculty by cutting faculty, an approach he calls "absurd".

Gordon Slemon, dean of the Faculty of Applied Science & Engineering, considers the report's pessimism to be justifiable in the short run but thinks that private funding could play a much bigger part once a generation or two had been conditioned to give. The places that succeed, he says, have been working at it for decades.

While Dean Slemon sees the need for a central fundraising "mechanism" to coordinate activities and make specialized contacts, he objects to an indication in the report that central projects requiring funding could be given priority over constituency projects.

"If the University is counting on the faculties and colleges to raise money, then it can't very well take that money away from them."

Probably the most contentious single item in the PACIS report is the prospect of tenured appointments being terminated as a result of "academic reshaping". Slemon says that, with things changing so rapidly in some disciplines, the University must have enough flexibility to adjust.

"If an area becomes irrelevant, there should be ample opportunity for individuals in that area to become useful to the University in some other way. However, if a person refuses to accept such an opportunity, there should be a parting of the ways."

Dean Armstrong, recalling the phasing out of the Faculty of Food Sciences, says the savings effected by excisions are seldom worth the time, effort and anguish involved.

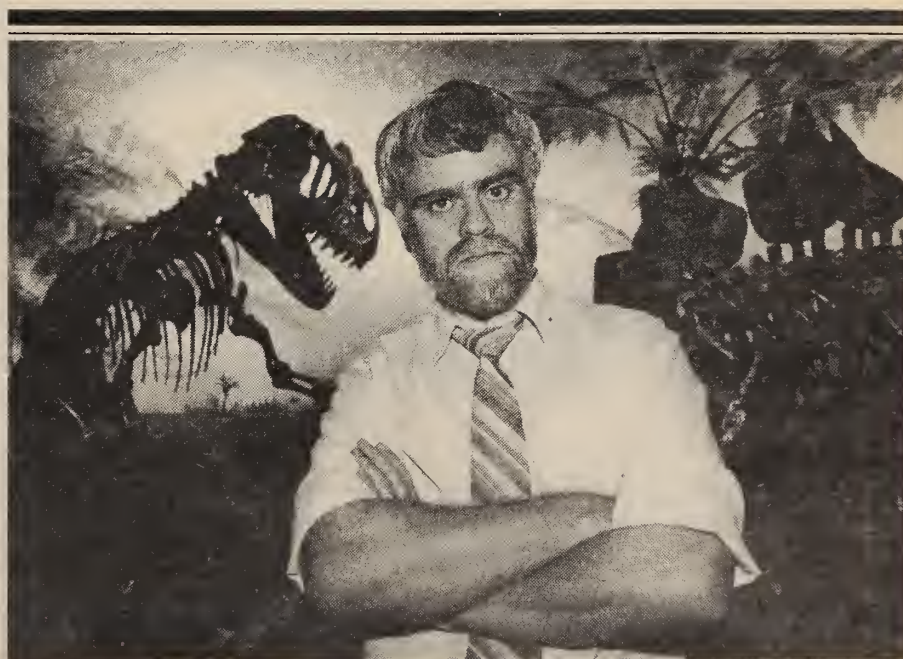
"There's a certain amount of reshaping that goes on as knowledge evolves. Most of that takes place through the normal attrition pattern. Similarly, the University should be able to make desired changes over a normal turnover period."

Richard Van Fossen, acting principal at Erindale College, agrees that some academic reshaping is necessary but is doubtful that it can happen naturally.

A proposal by PACIS to establish faculty complement targets throughout the University seems to have met

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Creation vs. evolution

Though he'd rather be working on his dinosaur research, ROM curator and U of T zoology professor Chris McGowan lately has spent time taking on creationists — people opposed to the teaching of the theory of evolution. He doesn't argue with their belief in the way the world began, but he doesn't want teachers telling kids it's scientific fact. Story is on page 7.

generally with approval. However, Cecil Yip says the scheme outlined in the report would place too much authority in the office of the provost. Faculty of Medicine dean Fred Lowy says complement targets are valuable but could not be applied rigidly with clinical staff. While it's possible to determine academic requirements and teaching needs then "take a stab" at establishing a rational target, he says, in clinical departments, contracts with teaching hospitals must be factored in. Since clinicians hired by those hospitals must be jointly appointed to the Faculty of Medicine, the city's service needs must have some effect on complement.

Dean Slemon sees complement targets as essential to reasonable planning.

"We can't go on not knowing each year where we will be the next. Making decisions about employment at

budget time doesn't make sense."

A recommendation that reviews of academic units be conducted every five years tends to be greeted with groans by administrators. A professional faculty such as engineering already has to be reviewed every five years to maintain its accreditation, says Slemon. Yet another review is likely to be a big nuisance, he says, because different assessors usually want the requisite information in different forms.

"I have fears of any document like the PACIS report leading us into more bureaucracy."

In theory, Dean Van Fossen sees merit in reviews of academic units but in practice, he says, they're unlikely to accomplish enough to justify the time and effort spent on them. Lowy and Yip disagree. In their faculty, they say, regular reviews by external assessors have tended to be worth the

effort involved.

"Sometimes the reviewers turn out to be apologists for a particular discipline," says Lowy, "but more often, they provide extremely valuable advice."

Armstrong suggests that, while reviews might have some useful influence on the choice of a departmental chairman, they have little to do with the financial problems the University faces.

The PACIS decision to abandon its draft report recommendation for a University-wide tenure committee is not being mourned.

"It was an excellent idea," says Lowy, "but the feasibility of it left me worried. Certainly it would be desirable to have a reliable standard across the board but it's hard to believe we could find a group of people with the necessary expertise as well as the willingness to do what could add up to a full-time job assessing tenure candidates. Perhaps some variation could be done at the faculty level, though it would be tough, even in a faculty like medicine which is not nearly as diverse as arts and science.

Slemon is pleased to see the recommendation for a University-wide tenure committee go. Such a committee, he says, could respond only to what appears on paper and that's a questionable basis on which to make tenure decisions.

Armstrong wasn't enthusiastic about the proposed committee, either. Nevertheless, he says he can see how tenure decisions made under the present committee structure "could reflect the parochial nature of some departments". Under the current system in arts and science, only two tenure committee members are from outside the candidate's department and at least three negative votes are required to withhold tenure.

Van Fossen says Erindale has benefited from tenure committees of unique composition within the University. Comprising associate deans from the college, the Faculty of Arts & Science, and the School of Graduate Studies, Erindale tenure committees boast three persons external to the candidate's department.

"There has been more than one occasion when those three cast the only negative votes. Our experience suggests that it's advisable to have some kind of check on departmental bias towards a candidate."

The PACIS report recommends that if two negative votes are registered against a tenure candidate, the tenure committee should then become a search committee and should consider both internal and external candidates competing for the position, with the original candidate still eligible to compete unless that individual had received more than two negative votes.

Slemon is unclear about just what would happen in those cases where a candidate for tenure is unsuccessful and the competition is thrown open. If someone from outside the University is chosen, he wonders, is that person given a tenured appointment? Should that be the case, Slemon is opposed.

Yip finds objectionable the proposal that the two deans on a search committee should be given the power of veto. Lowy, on the other hand, trusts that the deans wouldn't regard the process as "a power trip and capriciously throw their weight around".

Armstrong endorses the notion of a two-vote veto but sees little point in merely reconstituting the tenure committee as a search committee and permitting the unsuccessful candidate to try again. It would make more sense, he says, either to expand the commit-

tee or to strike a new one.

"You know that old saying that a camel is a horse designed by a committee?" he asks. "Well, this is a camel."

Lowy thinks the awarding of tenure should be a much more rigorous process than it is now.

"It ought to be a competition among people who are *all* good, but that's not the way it works now and we're doing the University no favour. In our faculty, when we take on research fellows, they know from the start that though there are several of them, there will usually only be one tenure slot available. The rules are clear. No one is fooled. At the end, they all come up for tenure but only one gets it."

The PACIS recommendation that tenure decisions be made at the end of the seventh rather than the fifth year of contract appointments is one with which few take issue, though several suggest that more requests for early tenure hearings should be granted to remain competitive with other universities. Lowy acknowledges that, after seven years, the University would know better if a candidate were deserving but, he warns, there would also be a greater commitment to that individual and it would be harder to say "no".

Anticipating "lean" salary settlements for the balance of the decade, the PACIS report urges that monetary rewards for excellence be given priority over across-the-board economic adjustments intended to protect faculty salaries from erosion by inflation. At present, discretionary awards for faculty take the form of progress-through-the-ranks (PTR) allowances.

"The way to get excellence is to reward it," says Slemon. "A formula system of compensation can hurt us badly. Not taking merit into account is a cop-out and a defence of mediocrity. Real excellence is created by a few people and they deserve special treatment. I think it would provide more incentive to everyone."

Lowy agrees that merit should be rewarded before mere competence. If the judgement is tough but fair, he says, no one is made to feel inferior. Van Fossen and Yip think the University should take a closer look at the system of remuneration at the University of Western Ontario, where merit and PTR are treated as two separate items.

Acting President David Strangway says the PACIS recommendations will be transmitted to President-designate Forster who "will be free to do with them as he wishes". Strangway notes that some of the proposals are already in effect in parts of the University. For example, the five-year "change-of-command" reviews are conducted at the centres, institutes, and in the Faculty of Medicine. Other issues raised by PACIS, such as tougher tenure policies, he says, will need wider campus discussion.

"I'm confident the dialogue will continue with UTFA," says Strangway. "The PACIS report is not a baseline position, it's simply there as a jumping off point for debate."

Strangway hopes the report has succeeded in getting across some of the realities faced by the University.

"We're not going to double our income through private funding, but we've got to do more and we've got to do it better. Maybe I'm being too idealistic in hoping that there will be more participation and maybe a bit more sense of community. I think the perspective the PACIS report provides might make it easier for us to do some of the tough things that need to be done."

Salary and benefits settlement

Continued from Page 1

the University will pay both the employer and employee shares of benefits. The leave would be allowed to only one partner if both are employed by the University and would involve only children up to the age of five. Leave would be taken at the arrival of the child, rather than when formal legal adoption proceedings are being held.

The current Blue Cross dental plan will be updated from the 1980 to the 1981 Ontario Dental Association fee guide. In addition to raising the maximum insurable earnings limits for the survivor income benefit plan and the group life insurance plan, the 1983-84 settlement boosts the maximum insurable earnings limit for the long-term disability insurance plan from \$50,000 to \$65,000.

Under the long-term disability insurance plan, a one-time-only lump sum, amounting to 1.93 percent of the current benefit for faculty and 1.95 percent for staff whose disability began between July 1, 1980 and June 30, 1981, will be paid Oct. 1, 1983. Those individuals are already eligible for a three percent indexation. For those whose disability began before June 30, 1980 and hence are not eligible for any indexation, a lump sum payment of 4.93 percent of the current benefit for

faculty and 4.95 percent for staff will be paid Oct. 1, 1983.

For subscribers of the joint membership plan, a spousal membership (not to include dependants) will be introduced for the combined facilities of Hart House and the Department of Athletics & Recreation. The fee will be about \$120. Because of insufficient interest, the one-year experimental program for families of joint plan members will be discontinued. That plan provided for general recreation use as well as exclusive use of the 50-metre pool one Saturday a month.

An additional option for married staff or faculty members is now provided under the pension plan. It has been possible in the past for the pension plan member to arrange for the spouse to have a survivor pension greater than 50 percent of the basic pension received while both are alive. This required an appropriate reduction in the basic pension received during the member's own lifetime. It is now possible to arrange for a lesser reduction in the basic pension by agreeing that, on the death of *either* the pensioner or the spouse, the survivor will receive a pre-selected amount greater than the normal 50 percent spouse pension.



Victoria College Junior Fellowships

Victoria College is accepting applications for Junior Fellowships in Computer Science and/or Economics for the academic year 1983-84. Applicants are normally doctoral candidates or post-doctoral Fellows. Junior Fellows provide course and career counselling to undergraduate students at Victoria College; a limited amount of tutoring may also be required. Junior Fellows are provided with an honorarium, Senior Common Room privileges, and an office; they are normally required to hold 6 office hours per week during the academic term.

Applications with the name and address of two referees should be directed to Principal A.F. Johnston, Victoria College, Toronto, M5S 1K7, by August 5, 1983.

Scientists lobby with success – MRC budget increased

A strongly worded plea to the federal government by eight senior Canadian scientists has resulted in a \$50 million increase in the Medical Research Council budget over the next two years. The increase was announced June 15 by national health and welfare minister Monique Begin.

In keeping with inflation restraint guidelines, the MRC had originally been given a six percent increase, bringing its 1983-84 budget to \$117.5 million from the previous year's \$110.9 million. Because this was not enough to meet inflationary increases in high-technology research, the council had been forced to reject 90 percent of this year's project proposals by new applicants. Moreover, a quarter of the ongoing projects were not to be renewed.

Appalled by the devastating effect this would have on the medical research community, the eight senior scientists — all former presidents of the Canadian Federation of Biological Societies — drew up their statement. Among the signatories was Professor Bernhard Cinader of the U of T Institute of Immunology.

Scientists would be demoralized, graduate students disillusioned, and highly skilled technicians unemployed, the scientists warned, unless sufficient funding was provided to ensure Canada's participation in the development of biotechnology and clinical medicine. They asked the government to allot an additional \$20 million to the MRC budget for 1983-84 and their request apparently fell on sympathetic ears.

Among 916 new grant applications, 80 percent had been recommended with some priority. Typically only about 30 to 35 percent would have been funded. This year, only 10 per-

cent were initially given the go-ahead. To bring the percentage of successful new grant applicants up to former levels, the scientists called for an additional \$6.3 million in the MRC coffers.

Of the established investigators who had been successful in earlier MRC competitions, only one percent were not recommended at some priority level. Yet only 75 percent were approved unconditionally — the remainder being turned aside with a smaller terminal award. A more typical renewal rate would have been 87 to 90 percent, a return to which would require an additional four million dollars, said the scientists.

"Discontinuities in funding of high-quality ongoing projects are wasteful," they said. "When funding is restored, new personnel need to be trained to replace experienced people lost at the beginning of the discontinuity, slowing the progress of the work."

Not only was no major equipment money initially granted, though nearly \$11 million had been requested, but all minor equipment provisions within operating grants were deleted, and very few maintenance grants awarded. Those three elements required nearly seven million dollars to "hold the line".

One of the most important MRC programs is the scholarship scheme, which supports promising new independent researchers in universities for five years until the universities can free up resources to cover the requisite salaries. Of 91 applications, only 16 were approved, a shortfall of about 20 compared to a typical year. Cost of returning to the norm was estimated by the scientists at \$750,000.

Surveys of students, staff and faculty point out weaknesses in counselling

Personal counselling at U of T is decentralized, disconnected, and weak in terms of information and communication, says an interim report presented in June to the Committee on Campus & Community Affairs. Written by student services director Eric McKee and Sierra Shiffman of the School of Continuing Studies, the *Interim Report of the Survey of Counselling Needs and Services* grew out of a debate during the 1982-83 budget cycle regarding the functions and existence of the University's Advisory Bureau.

Surveys of students, as well as of staff and faculty who provide a variety of counselling services, provide the basis of the report, which is intended as a discussion document. It will be circulated through principals, deans and directors and responses are requested by the end of August.

"We have to determine the future of the Advisory Bureau before the next budget cycle begins this fall," says McKee. "For the past two years, the bureau's base budget has been less than the operating costs so our office (personnel and student affairs) has been making up the difference with carry forwards. That can't go on indefinitely. We have to decide what we're going to do so the funding issue can be settled."

The report's conclusions make no mention of the Advisory Bureau; rather, they offer several observations and some tentative recommendations.

With only a few exceptions, says the report, most faculty and staff assigned to "counsel" students have had no

training in counselling. Their responsiveness to student problems, their knowledge of support services, and their referral practices vary widely. Most do not feel qualified to deal with major psychological or other special problems.

The report estimates that between 10 and 20 percent of the undergraduate student population will find themselves with personal problems serious enough to warrant consultation. Among the groups most likely to experience difficulties are full-time undergraduates in the Faculty of Arts & Science, younger students, students with lower marks, and visa students. Problems cited in the survey range from employability, which concerned 57 percent of the students surveyed, to drug or alcohol abuse and thoughts of suicide, which concerned five percent.

Among the report's suggestions are:

- modest training for "lay counsellors"
- "networking" among services for referral of students
- regular evaluation of services
- full exploration of the potential of peer counselling among students
- increased student awareness of services, particularly through better orientation services for all incoming students
- creation of physical spaces — such as lounges and pubs — that would encourage social contacts and support systems among students
- greater student/faculty contact, both within the formal teaching situation and on a less formal basis



KAREN HENDRICK

A step closer

One of the last items of business for President James Ham before leaving office this summer was the signing of a letter of intent, with Trinity College provost Kenneth Hare (left), Goldwin French, president of Victoria University, and the president of the University of St. Michael's College, Peter Swan, that a *Memorandum of Agreement* to replace the 1974 *Memorandum of Understanding* be ratified by the end of the calendar year. A memorandum containing agreement on the academic principles of the relationship of the University and the federated universities, in accordance with the recommendations of the Presidential Working Group on the Academic Role of the Colleges on the St. George Campus (*Bulletin*, March 28, 1983) will be presented to Governing Council and the governing bodies of the federated universities for approval in principle. Final ratification will be contingent on the development of mutually satisfactory financial arrangements.

Part-time library workers over 65 win grievance, back at work

A group of part-time library workers ranging in age from 66 to 77 who filed a grievance after they were told their appointments would not be renewed because they were too old has had the grievance granted.

The 11 workers, members of the part-time bargaining unit of local 1230 of the Canadian Union of Public Employees (CUPE), claimed that the dismissal was discriminatory and that it was not in keeping with policy in other parts of the University.

Six work at exit controls, three are in technical services, one is in the photocopy department and one works in the Science & Medicine Library. They were notified by Donald Smith, the personnel librarian, late in February that in accordance with the

provost's policy on retirements they could not be reappointed on July 1. In a memo dated Jan. 14, 1982, David Strangway, the provost, told principals, deans and directors that he would not be approving full-time appointments past retirement age. The memo says nothing about part-time appointments.

The group has a collective agreement that stipulates that termination of employment must be for cause. On June 30, two months after the grievance was filed, John Parker, labour relations manager for the University, wrote to the union allowing the grievance for this group only. As long as the workers can perform their part-time jobs satisfactorily, they will be allowed to stay on at the library.

Grade 13 applications to U of T up slightly

Applications from grade 13 students indicating U of T as a first, second or third choice are up by one and one-half percent this year over last year. Applications from visa students are down by about a third, however.

Across the Ontario university system, first, second and third choice applications are up by about six percent and the visa student component is down by 8.5 percent.

The largest increase in applications this year was at Trent University, where first, second and third choices

by grade 13 students were up by 25 percent. "We didn't intensify recruiting this year," says Dick Bowman, the registrar there, "but we did try to maintain personal correspondence with students." Trent has 225 alumni acting as letter writers to potential applicants. Their particular target was east central Ontario, the region that extends from Oshawa and Pickering through Belleville and up to Bancroft. As well, more students from Scarborough seemed to be applying this year, says Bowman.

BILD equipment grant to electrical engineering

The largest equipment grant awarded to the University of Toronto by the Ontario government's Board of Industrial Leadership & Development (BILD) for 1983-84 is for a "Computer System for Very Large Scale Integrated (VLSI) Circuits Design Automation". The grant, for \$246,000, was awarded to Professor C.A.T. Salama and seven members of the electronics and computer groups in the Department of Electrical Engineering. The grant will be used to provide a host computer, housed at the Engineering

Computer Facility, as well as a computer-aided engineering (CAE) station, to be used on the design of silicon microchips which will be implemented at a variety of Canadian silicon foundries such as Northern Telecom, Mitel and Linear Technology. The grant will have a considerable effect on teaching and research related to the implementation of very large scale integrated circuits which will impact future telecommunications, computer and consumer electronics products.

Research News

Fitness Canada

The Fitness Canada research contributions program provides financial support to university researchers to carry out research projects which have potential application for raising the fitness level of Canadians and/or improving participation in physical activity. Research funding priorities for this program have been established based on input from provincial departments, national associations and Canadian universities.

Fitness Canada will support research which explores innovative concepts related to the fitness field; develops or tests analytical methods; conducts secondary data analysis or adapts and communicates research findings

from other disciplines to the physical recreation field. Contributions (Type I — up to \$4,500; Type II — up to \$15,000) may be provided for technical services, personnel (research assistants only) travel, office supplies and dissemination of results.

The deadline for submission of applications is *October 15* of each year for projects to be carried out during the fiscal year April 1 to March 31. For further information and application forms, please contact ORA at 978-2163.

Atkinson Foundation

The Atkinson Foundation has announced a change in its policy with respect to research grant requests. Because of the increasing number of applications being received by the foundation

each year and the foundation's limited budget, the trustees have decided to confine research support in the future to the health field with funds being directed to four specific areas: geriatrics, blindness, deafness and children's diseases. The foundation formerly supported research in all areas of the University.

Upcoming Deadline Dates

Health & Welfare Canada — post-doctoral fellowships, national health research scholarships (new only), national health scientist (new and renewal only), and visiting national health scientist awards: *July 31*.

Connaught Committee, U of T — new staff applications: *August 1* at the Office of Research Administration.

PhD Orals

Thursday, July 28

Keiko Minai, Department of Sociology, "Continuity and Modernization in Postwar Japan: A Comparative Analysis of Farmers and Urban Employees." Prof. H. Nishio. Room 309, 63 St. George St., 2 p.m.

Tuesday, August 2

Jeffrey Francis Young, Department of Physics, "Laser Induced Periodic Surface Structure." Prof. H. Van Driel. Room 309, 63 St. George St., 2 p.m.

Wednesday, August 3

Robin Cohen, Department of Computer Science, "A Com-

putational Model to Analyze the Structure of Arguments." Prof. C.R. Perrault. Room 309, 63 St. George St., 1 p.m.

Wednesday, August 10

Janice Baryshnik, Department of Education, "Life Satisfaction of the Institutionalized Elderly: Psychological and Sociological Correlates." Prof. C. Christensen. Room 309, 63 St. George St., 10 a.m.

Friday, August 12

Thérèse A. Stukel, Department of Statistics, "Generalized Logistic Models." Prof. D. Andrews.

Room 309, 63 St. George St., 10 a.m.

Tak-Kee Hui, Department of Statistics, "On Tests of Multivariate Normality." Prof. M. Srivastava. Room 309, 63 St. George St., 2 p.m.

Tuesday, August 16

George Battaglia, Department of Pharmacology, "Radioligand Binding Studies of Rat Brain Cortical Serotonin-two Receptors: Effects of Adenylate Cyclase Modulators." Prof. M. Titeler. Room 309, 63 St. George St., 10 a.m.

In Memoriam

Emily Ziplans, University of Toronto Library, June 30.

Born in Riga, Latvia in 1917, Ziplans studied Baltic philology at the University of Riga. She obtained her BA in psychology in 1960 from the University of Toronto and her BLS from the U of T Library School in 1961.

Ziplans joined the U of T Library's circulation and reference departments in

1959. She was head of the Wallace Room Reserve Collection from 1961 to 1964 when she was appointed librarian at New College. In 1967 she was appointed head of undergraduate book selection for the U of T Library, a position she held for 15 years.

Ziplans was the Ontario representative on the membership committee of

the American Library Association from 1968 to 1970. She was active in many Baltic studies organizations and in the Latvian community. She co-edited the first and second editions of *Baltic Material in the University of Toronto Library*, and contributed articles and book reviews to the *Journal of Baltic Studies*.

David Esplin, University of Toronto Library, July 10.

Esplin was hired in 1966 as assistant librarian for book selection and became associate librarian for book selection and acquisitions in 1969. When the chief librarian, R.H. Blackburn, was on sabbatical leave in 1974-75 and after he stepped down at the end of 1982 Esplin served as acting chief librarian.

Esplin was born in 1925 in Dunedin, New Zealand. He received a BA from the University of Otago, New Zealand in 1951 and a diploma from the New Zealand Library School the following year. He held several library positions at the University of Otago from 1952 to 1962, when he emigrated to North America to be a bibliographer at UCLA, which at the time was one of the few North American university libraries to have taken over the entire book selection function. At U of T, books had always been ordered by the library at the request of the academic departments, so that the collection depended on individual professors' interests and knowledge of the book market.

Blackburn had been looking for someone to establish an organized system of book selection. The whole University, and especially the graduate school, was expanding, and a solid research collection was an essential

resource. "Everything was growing," Blackburn recalls. "There were new departments, new subjects, whole new areas to be covered. I really depended on him entirely for building the collections. I stood right back from that. He set up and managed an organized, expanding collection when there was a great need to do this and also a great opportunity."

Esplin's first major task was to persuade professors at U of T that he and his colleagues could select books better than they could. "It was not easy for them to be told they would not be doing the selecting any more," says Blackburn. "They were very suspicious of this new idea."

He managed to gain the confidence of the teaching staff and eventually turn the tables so that it was they who were cultivating him. In a eulogy delivered at the funeral July 13, Professor Milton Israel, director of the Centre for South Asian Studies, recalled the first time he and Esplin met, at a Department of History meeting in 1966. "He told us that you could not build a great research library by relying on lists and notes submitted by individual professors, that there was a professional way to build a collection which was probably unknown to most of us . . . It was a revelation at the time, and many remained sceptical, but

within a few years David was recognized as a valuable colleague throughout the University and as the critical link between the faculty and the library."

His knowledge of the book market and of private collections soon became evident. "This was a time when there was money not only to buy collections but to travel," says Blackburn. He sent people to look at collections all over the world and negotiate for them. We were buying not individual books but whole private libraries. He knew the world market and values and he was very astute as a businessman. He had a flair for finding collections and assessing them, negotiating terms and bringing them in. He could, for example, point out the benefits of selling us a part of a collection and giving us the rest as a tax deduction. He became respected right across Canada as a bookman and a library strategist."

Esplin served the Canada Council and the Social Sciences & Humanities Research Council as a consultant on research projects and grants, was on the board of directors of the Canadian Institute for Historical Microreproduction, and was the first chairman of the library committee of the Shastri Indo-Canadian Institute, of which he was a member until this year.

McMaster president new COU chairman

Alvin Lee, president of McMaster University, has been elected chairman of the Council of Ontario Universities for a two-year term, succeeding George Connell, president of the University of Western Ontario. Alan Earp, president of Brock University, was elected vice-chairman.

Other members of the executive

committee are Donald Forster, who becomes president of the University of Toronto Sept. 1, Douglas Wright, president of the University of Waterloo, Douglas Auld, professor of economics at the University of Guelph, and Alec Baer, professor in the Faculty of Science & Engineering at the University of Ottawa.

FollowUp

Deficit hearings will discuss underfunding

Four days of hearings on Bill 42, an act to amend the deficits legislation in the Ministry of Colleges & Universities Act, will open to public scrutiny the entire subject of the financial situation of Ontario's universities.

The standing committee on social development will examine the bill clause by clause and hear representations from various interested parties from Sept. 6 to 9. The minister, Bette Stephenson, agreed in the legislature to broaden the hearings to include not only the limiting of deficits but the general financial plight of the universities.

Stated case goes to Ontario supreme court

The University of Toronto Faculty Association (UTFA), the Governing Council and the administration have, after more than a year, reached agreement on the wording of a stated case asking for a ruling from the Supreme Court of Ontario on the legal implications of binding arbitration.

The court is being asked to rule on Governing Council's statutory power to ratify the arrangement negotiated by UTFA with President James Ham and Governing Council. Lawyers for UTFA and the University approached the court in June with a six-page statement of the situation. The case is likely to be heard in August.

Information Services wins communications awards

The Department of Information Services won two awards in the second annual Association of Canadian University Information Bureaus (ACUIB) communication awards program.

The *Bulletin* received the award for best communication achievement in a newspaper publication. The award for best achievement in a single article or a series of articles went to staff writer Pamela Cornell for her article *Father Kelly*, which appeared in the November/December 1982 issue of *The Graduate*. Cornell also won the writing award in last year's competition. Honourable mention in this category went to Andrea Fawcett of the University of Guelph.



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ICP lab specially equipped for technician

by Esther Fisher

Inductively coupled plasma atomic emission spectrometry (ICP-AES) is the fastest moving technique in trace element analysis. Its research applications and number of users keep growing. The ICP lab at U of T, in operation since 1981 in the Haultain Building, provides simultaneous multielement analysis of substances such as rocks, soil, water and plant, animal and human tissue and its users include researchers in botany, geology, environmental studies, dentistry, engineering and medicine.

Accurate analysis requires a highly specialized operator/scientist. The ICP's technician is Agnes Balicki. Balicki suffers from rheumatoid arthritis. To accommodate her physical disability, the lab is equipped with automatic doors, a unique alarm system and special levers on the ICP instrument.

"It's remarkable how a few modifications to the structure of an old building and to laboratory equipment can make a safe and convenient environment in which a physically disabled person can work," says Balicki. She is reluctant to talk about herself, preferring to emphasize the work of the lab. But the lab's director, geology professor Jon Van Loon, and Pamela Stokes, professor of botany and associate director of the Institute for

Environmental Studies, say Balicki does a remarkable job. "She manages almost the entire operation, and her work is outstanding," says Stokes.

It is obviously Balicki's ability, not her disability, that brought her to the ICP lab. She was backed by several divisions in the University and outside agencies, and Eileen Barbeau, U of T's coordinator of services for the disabled, who cooperated in providing a suitable environment in which Balicki could carry out the work.

After Balicki started work in ICP, an occupational therapist from the Toronto Rehabilitation Centre visited the lab and made several recommendations for changes that would make it more convenient for the new technician. Since access to the building, the lab, and other areas would prove difficult for Balicki and she would not be able to operate safety systems such as fire extinguishers and eye wash, the Vocational Rehabilitation Services Branch (VRS) of the On-



Agnes Balicki

tario Ministry of Community & Social Services granted \$26,000 to make physical alterations for her.

The money was used to provide a ramped entrance, automatic entry door, and modifications to interior

doors, as well as the loan of an alarm system which, when pressed, sounds in the neighbouring Slowpoke lab where personnel would be alerted in case Balicki needed help. The alarm was designed by Technical Aids & Systems for the Handicapped Inc. in consultation with U of T's Office of Occupational Health & Safety and the cooperation of personnel in the Slowpoke lab.

Occupational health and safety also provided \$1,800 to replace fume cupboard doors, far too heavy for Balicki to pull up and down, with sliding garage door type closures.

Other changes were made for convenience rather than safety. For example, environmental studies assumed the responsibility for alterations necessary to relocate the desk more conveniently to the telephone; VRS provided stools adjustable to whatever level Balicki requires for particular tasks; the Ontario Crippled Children's Centre modified a drafting stool for her; and Ivor Davies of the geology department workshop replaced existing instrument knobs with lever-type handles and installed attachments to taps so they turn on and off more easily. Minor alterations, but they make a world of difference to Balicki.

In fact, the lever attachments to the taps and the automatic doors are so convenient that many people who do not have special needs would like to have them in their labs, says Carol Ann Devine. Devine and Dorothy des Roches, both on the executive committee of the Women's Mining Association in Canada (WMAIC), in company with Barbeau, visited Balicki in the lab during 1981. Then, in honour of the international year of disabled people, WMAIC gave \$500 to U of T towards the purchase of a pipet-aid for Balicki.

The results of so many people and agencies working together to make life a little easier for Agnes Balicki are not only beneficial to the young technician, but to the University and society. The projects on which she is working include research on Alzheimer's disease; environmental problems; implants of metal in the human body; and preliminary studies have just begun for Mt. Sinai Hospital to discover the concentration of calcium, phosphorous, magnesium and sulphur in human cartilage under various conditions.

ICP users

"The ability to analyse such a diversity of materials makes the ICP a valuable asset to the University," says Pamela Stokes, chairman of the ICP Users' Committee. "Many of the other ICP units in Canada are service instruments, but ours, like the Slowpoke Nuclear Reactor, is used for both service and research."

Stokes uses the ICP for acid rain research. She is looking at ways to determine the amounts of aluminum in lake sediments, plants and animals.

Dr. D.R. McLachlan of the Department of Physiology, Faculty of Medicine, and Department of Neurology, Toronto General Hospital, with Lab director, Jon Van Loon, is investigating chemical forms of aluminum in the body for research on senile dementia. The disease, formerly toxicologically unclassified, is now classifiable on the basis of the trace metal profile; the ICP is being used to investigate the effectiveness of chelation therapy, a form of treatment.

Research fellow Margaret Kalin of environmental studies uses the ICP equipment for her work on long-term environmental problems resulting from past mining and milling activities around the Port Radium Peninsula, NWT.

And, along with Professors Petr Benes, Faculty of Nuclear Science & Physical Engineering, Technical University of Prague, and H.D. Sharma, Department of Chemistry, University of Waterloo, Kalin is trying to assess the uptake of trace elements and long-lived radio nucleids from uranium mill wastes

by indigenous vegetation. She finds the ICP particularly useful in trace element studies of the behaviour of radium 226 in the environment.

Other ecological research includes the work of T.C. Hutchinson, chairman of botany; Anna Brzezinska, a visiting scientist from the marine chemistry branch of the Institute of Meteorology & Water Management, Gdynia, Poland; and Sheldon Landsberger, Division of Physics, National Research Council. Hutchinson used the ICP for a study at Cobalt, Ont. He found that tufted-hair grass, a plant that grows naturally around mine shafts, has developed tolerance for zinc and arsenic. Brzezinska, working on a UNESCO marine project, developed a method to determine the effect of chemical pollutants on samples of sediments, plants and fish. Landsberger used the ICP to monitor acid precipitation as well as other co-contaminants of acid rain in snow and coal and determined the presence of toxic elements in beverages such as milk, wine and coffee.

At Mount Sinai Hospital, the Connective Tissue Research Group is using the ICP facility in the investigation of calcium pyrophosphate crystal formation in cartilage and in the physical chemistry of calcium phosphate crystal formation. Dr. K.P.H. Pritzker, together with Drs. R.A. Kandel, P.-T. Cheng and M.D. Grynpas, is using the multi-element capability of ICP to determine the concentration of elements such as calcium, magnesium, potassium and sulphur

in normal and aged articular cartilage as well as cartilage affected by degenerative arthritis. The investigators are also using the ICP facility to determine concentrations of these elements before and after calcium phosphate crystal formation in vitro. Both research projects are related to common skeletal problems of the elderly, crystal associated arthritis and osteoporosis.

Numerous other studies are under way, several master's and PhD theses are in progress, and many publications have resulted from work done with the ICP facility. Van Loon and his graduate students are working on ways to increase further the scope of the instrument. Grad student Medhi Nimjee of chemistry is working on solid sampling to help avoid analytical errors, the majority of which occur during wet sample preparation.

The ICP was bought in 1979 with a Natural Sciences & Engineering Research Council (NSERC) grant of \$138,000. Installation and initial operation of the lab were funded by the U of T Research Board, the Institute for Environmental Studies and the Departments of Pharmacology, Physiology, Botany and Geology. In 1982 a three-year infrastructure NSERC grant was awarded to run the facility. "Initially, there was no charge for use of the equipment, but there is now a nominal fee, just enough to cover the cost of the work; and we hope gradually to make the whole project self-supporting," says Stokes.

Appointments

Associate dean (planning & resources), Scarborough

Chemistry professor James E. Guillet has been appointed associate dean (planning and resources) at Scarborough College, effective July 1, 1983. His appointment to this newly established position is for a three-year term.

The new associate dean will assist the principal in devising plans and policies for making the best use of instructional resources available to the Scarborough campus. He will develop a strategy for recruiting highly qualified full- and part-time students to the campus and will coordinate faculty, students, alumni and

associates in implementing this strategy.

Prof. Guillet will assist the principal in furthering the college's community relations, particularly with respect to boards of education and other educational institutions, as well as in collaborating with the School of Continuing Studies to develop a non-credit program on campus to benefit the community. He will also advise on developments affecting admissions policies and on changing community needs that might be met through curriculum changes.

Born in Toronto, Guillet received a

BA in physics and chemistry from U of T in 1948. After four years as a research chemist with the Eastman Kodak Company in Rochester, N.Y. and Kingsport, Tennessee, he studied at Cambridge from 1952 to 1955 and was awarded a doctorate for research on the photochemistry of polymers. In 1955 he returned to the Eastman laboratories in Kingsport as senior research chemist in charge of polyethylene research. He joined U of T's chemistry department in 1963 and was appointed professor in 1969. He was awarded the degree of ScD from Cambridge in 1974 and received a Guggenheim Fellowship in 1981-82.

Guillet has published more than 100 papers in the field of polymer science and holds more than 60 patents. His photodegradable plastics (Canada patent number 1,000,000) are used extensively in the production of agricultural mulch film for such crops as melons and tomatoes.

The president of EcoPlastics Limited, which he formed in 1971, Guillet



also serves as a consultant for several large, international companies. He has been an invited lecturer at universities and scientific institutions in the USA, Great Britain, Norway, Sweden, France, Belgium, Germany, Spain, Czechoslovakia, the USSR, Brazil and Japan.

President of St. Michael's College

Father Peter Swan, chairman of the Collegium and president of the University of St. Michael's College, has announced that the Reverend James Kelsey McConica has been appointed, on the recommendation of the Collegium, by Father U.E. Paré, superior general of the Basilian Fathers, as St. Michael's president for a six-year term beginning July 1, 1984. Father McConica has had a distinguished career as a scholar and teacher at the Universities of Saskatchewan, Oxford, Princeton, York, and since 1967, at St. Michael's and the University of Toronto. He is currently a senior fellow of the Pontifical Institute of Mediaeval Studies, professor of history at U of T and research fellow at All Souls College, University of Oxford.

McConica obtained his BA from the

University of Saskatchewan in 1951. He then entered Oxford as a Rhodes Scholar, and obtained MA and DPhil degrees there. He was a member of the Department of History, University of Saskatchewan, from 1956 to 1962. He resigned his position to study for the priesthood. He entered the novitiate of the Basilian Fathers (a Canadian Roman Catholic order devoted to Christian education) in 1964, and was ordained a priest in 1968.

Father McConica became a fellow of the Pontifical Institute of Mediaeval Studies in 1967, and professor of history at U of T in 1976. He has been since 1965 a member of the managing committee, Centre for Reformation & Renaissance Studies, Victoria College. In 1969 he became founder and joint editor of the periodical *Renaissance and Reformation/Renaissance et Réforme*. Since 1975 he has been chairman of the editorial board for the *Collected Works of Erasmus*.

For many years he has spent half of each year at All Souls College, Oxford, first as a visiting fellow and later as an extraordinary research fellow. Since 1968 he has been editor of Volume III of the official *History of the University of Oxford* (Oxford University Press) which deals with the 16th century. He is a fellow of the Royal Historical Society, and has received many other academic awards and honours. He was associate director and academic secretary, Centre for Medieval Studies, from 1973 to 1976, and acting director, 1973-74.



Recent academic appointments

The following academic appointments were confirmed at the June 2 meeting of the Academic Affairs Committee:

Faculty of Forestry

Professor V.J. Nordin, dean, from July 1, 1983 to June 30, 1984 (extension of term)

Royal Conservatory of Music
Professor G.S. Ciamaga, acting principal, from July 1, 1983 to June 30, 1984

Program in Gerontology
Professor B.T. Wigdor, director, from July 1, 1983 to June 30, 1985 (extension of term)

Division of Speech Pathology
Professor M.L. Stoicheff, acting director from July 1, 1983 to June 30, 1984 or until a director is appointed, whichever comes first

Department of Behavioural Science
Professor Merrijoy Kelner, acting chairman, from July 1, 1983 to June 30, 1984 or until a chairman is appointed, whichever comes first

Department of Biochemistry
Professor M.A. Packham,

acting chairman, from July 1, 1983 to June 30, 1984 or until a chairman is appointed, whichever comes first

Department of Rehabilitation Medicine
Professor J.T. Marotta, acting chairman, from July 1, 1983 to June 30, 1984 or until a chairman is appointed, whichever comes first

Department of Economics
Professor D.F. Forster, professor with tenure, from Sept. 1, 1983, cross-appointed to the Department of Political Science and the Institute for Policy Analysis

Department of Fine Art
Professor P.L. Sohm, associate professor with tenure, from July 1, 1983

Department of Geography
Professor Shiu Luk, associate professor with tenure, from July 1, 1983, cross-appointed to Erindale College

Department of Psychology
Professor J.S. Yeomans, associate professor with

tenure, from July 1, 1983

Department of Anatomy
Professor Toshi Hattori, associate professor with tenure, from July 1, 1983

Banting & Best Department of Medical Research
Professor C.H. Siu, associate professor with tenure, from July 1, 1983

Department of Microbiology
Professor Hannah Farkas-Himsley, professor, from June 30, 1983

Faculty of Pharmacy
Professor W.R. Wensley, adjunct associate professor, from July 1, 1983

School of Physical & Health Education
Professor D.H. MacKenzie, associate professor, from July 1, 1983

Scarborough College Microbiology
Professor J.C. Silver, associate professor with tenure, from July 1, 1983

Division of Social Sciences
Professor J.A. Hannigan, associate professor with tenure, from July 1, 1983

Books

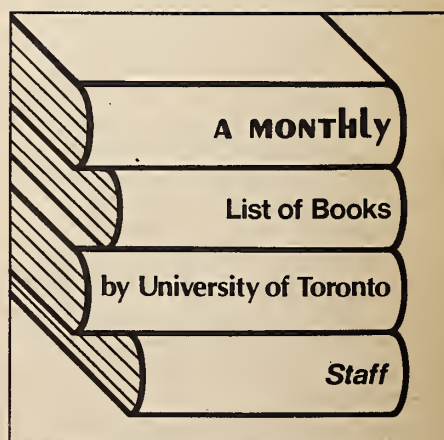
July

The Mirror of Nature by Robertson Davies (University of Toronto Press; 144 pages; \$6.50). The popular novelist, essayist and dramatist explores the world of 19th century melodrama — the plays, actors and theatres themselves — leading us to new or renewed pleasure in this genre. The book results from the Alexander Lectures of 1982 given by Davies.

Cuba's Nicolás Guillén: Poetry and Ideology, by Keith Ellis (University of Toronto Press; 261 pages; \$27.50). An examination of the enormous range of modes by which Cuba's national poet displays his concern about Cuba's identity, racial problems, US imperialism, class struggle, relations between men and women in situations of poverty, the impulse to revolution, and the building of a new society. Ellis also looks at the body of literary theory to which Guillén's writings seem most clearly related and considers the relationship of his work to the question of *négritude*.

June

Improving Social Intervention: Changing Social Policy and Social Work Practice through Research. A Volume in Memory of John Carrington Spencer (1915-1978), by John Gandy*, Alex Robertson and Susan Sinclair (Croom Helm Ltd. Publishers; 320 pages; £10.95). This book looks at policy-making and how research needs to be an essential ingredient of all informed decision-making. It considers a number of important areas of social work and social policy, makes suggestions for improvements and draws on examples and material from around the world. The late John Spencer taught at the University of Toronto



and was the first professor of social administration at the University of Edinburgh.

U of T staff are indicated by an asterisk when there is multiple authorship or editorship which includes non-U of T staff.

Chapel tours

The Alumni Talent Unlimited Committee of the U of T Senior Alumni is offering free guided historical walking tours of the college chapels on the St. George campus during the summer and fall of this year.

Among the chapels on the tour are Victoria College, Emmanuel College, Loretto College, St. Joseph's College and St. Michael's College Chapel.

A week's advance notice for the tours is required. For reservations and information telephone Ruth Black, 923-5107, or J.A. Currie, 239-8000.

Zoologist's book counters creationists

by Judith Knelman

Chris McGowan, curator of the Department of Vertebrate Paleontology at the Royal Ontario Museum and professor of zoology at U of T, has more important things to do than argue. But he has devoted the past year to a cause that on the surface seems so one-sided it does not need champions: the validity of the theory of evolution *versus* that of creation.

After his book, *In the Beginning . . . A Scientist Shows Why the Creationists Are Wrong*, was published by Macmillan of Canada this spring, he found he had not, after all, put an end to the argument. On a promotional tour across Canada he found himself tangling with rabid fundamentalists on radio talk shows. He answered them patiently, pointing out that he had no quarrel with their belief that the world began exactly as the Bible says it did, but he does not accept that account as scientific fact.

"I don't think it has any place in our schools," he says firmly. But it's there and not just in the southern US. On his

promotional tour, he met a teacher in Vancouver who had been teaching creation for 10 years. In Ontario, says McGowan, teachers are sometimes pressured by principals to teach creation if they're going to teach evolution. And McGowan has observed a subtle pressure by publishers, who, after all, want to sell their books as widely as possible: they soft-pedal evolution so as not to offend anyone.

McGowan, who taught school in England while working on his PhD in zoology at the University of London, is passionately committed to education. In the 11 years he has been at U of T, he has found plenty of evidence that students don't get enough basic grounding to build on in university. "They need an understanding of the basic principles — not a technique for communicating by punching holes in computer cards. They should be taught to observe and keep a record of what they've been looking at."

Accepting the story of Genesis on faith is not what science is all about. "What annoys me is the way they slide

this under the door as science," says McGowan. "I don't mind that my kids don't learn about evolution at school, but if they came home talking a lot of gobbledegook and telling me it was science, I'd be upset. I'm very concerned about the influence kids come under. You have to be very careful what you fill kids' minds with. They think whatever teachers say is the way it is."

His book is directed mainly at high school students, undergraduates and teachers: the people who encounter explanations of creation. "The front line for this assault is the classroom. I've explained what the arguments are and how they don't stand up, putting it in the simplest terms without risking loss of information. The problem was to reach a wide audience that doesn't have much scientific background." Creationists' arguments are less easily understood, he says — and dangerous because people listening to them might accept them as perfectly logical. "The good ones are superficially sound. But the arguments are really absurd. What

they're saying is ridiculous, but I can just hear a listener saying, 'He's got a point there. That makes a lot of good sense. I wonder how an evolutionist could explain those things away.'"

It takes a certain basic understanding of what science is to know what is not scientific. McGowan says the creationist movement feeds on ignorance. "The people that get sucked in are ignorant of science." His book is based on scientific explanation. His description of how new organisms have come into existence is based on the evidence of fossils and rocks in which they are found. The creationists believe that it didn't happen gradually but all at once, in the first six days that the world existed, and that that was only 10,000 years ago, not four billion, as scientific dating indicates.

"I've had a go with the best of them, and they came unstuck and they know it," says McGowan. Last year he and D.T. Gish, a leading creationist, each gave a talk in Convocation Hall. Gish, associate director of the Institute for Creation Research, is the author of *Evolution: The Fossils Say No!* He argues that evolution can't be considered a scientific theory since it has not been observed by those describing it. McGowan counters that fossils show that different types of organisms appeared at different times, starting with the simplest.

Now that he has documented and explained his proof, he is anxious to get on with zoology. Dinosaurs are a primary interest: his book, *The Successful Dragons*, was published last March by Samuel Stevens. His latest and most absorbing area of investigation is the relationship between dinosaurs and birds. By studying the development of birds' skeletons during the embryo stage, he has established that flightless birds like the kiwi, the emu and the ostrich are really more like dinosaurs than birds and much closer to the primitive condition than is generally believed.

"I've got a lot of other things to do," he says. "It was only by default that I got involved in this debate. I wasn't desperate to do it, but the implication would have been that scientists were running scared if I hadn't done it."

Scarborough profs' petition to save job fails

A petition signed by 39 faculty members at Scarborough College has failed to reinstate Garry Spencer, whose position as a purchasing officer has been terminated.

Spencer, 36, has worked there for 14 years. He came to the college at the age of 21 with a certificate in purchasing from Ryerson. "I've put in the best years of my life there," he says. He's finding it difficult to get another job in purchasing because his experience is so varied. "I buy everything from floor wax to highly technical medical equipment."

It was precisely that that moved professors at the college to try to keep him there. "It's efficient when grant funds are limited to have an expert who can purchase efficiently," says psychology professor G.B. Biederman. "He did his job well. Letting him go doesn't solve anything, and it makes the performance of our jobs more difficult."

It was Biederman who organized the petition to Principal Jean Foley, but he says any number of his colleagues would have done it if he had not. Foley was asked to find another position for

Spencer, preferably at the college, but if not, then within the University. She has replied that there are no positions for him in the college.

Spencer was overwhelmed by the support. "I didn't know anything about it until it was all done," he says. "It was very touching."

Biederman says the firing is very bad for morale at the college. Spencer, as a member of the college council, was active in college affairs and known to many on the faculty and staff.

"Such firings don't reverse the deficit situation," says Biederman. "It's a worrisome solution to a problem that may be ill-defined."

Meanwhile, humanities professors at the college have contributed \$13,500 to a fund started in April to retain faculty positions that would otherwise be cut.



Medical art awards

This painting of the thyroid gland by second-year student Patricia Farquharson was one of two winners of the 1983 Keith L. Moore competition for art as applied to medicine students. Tied for first place with Farquharson was first-year student Catherine McIntosh. Second-year student Elizabeth Gilbert won the honourable mention. The award-winning paintings are on display in the anatomy museum of the Medical Sciences Building.

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Acting chairman appointed for architecture

The two-year term given to the Department of Architecture's new acting chairman, George Baird, who took over July 1, will stabilize the department, says Jacob Spelt, acting dean of the Faculty of Architecture & Landscape Architecture.

Baird's predecessor, Antonio de

Souza Santos, announced in May that he would resign at the end of June and return to full-time teaching because he felt hampered in carrying out his administrative duties. By that time the faculty, threatened with extinction, had revamped and connected its programs and made its selection process less subjective.

"It was a question of whose policy would prevail, his or mine," says Spelt. "Often in an administrative function you have an adversarial relationship." Dissolving the faculty was not and is not his aim, he says — though that is always a possibility. "What's happened is water under the bridge. I'm looking forward to a new approach. With a new chairman and a new program and new admissions procedures, the department is putting itself in a very strong position."

Dentistry begins \$3 million fundraising campaign

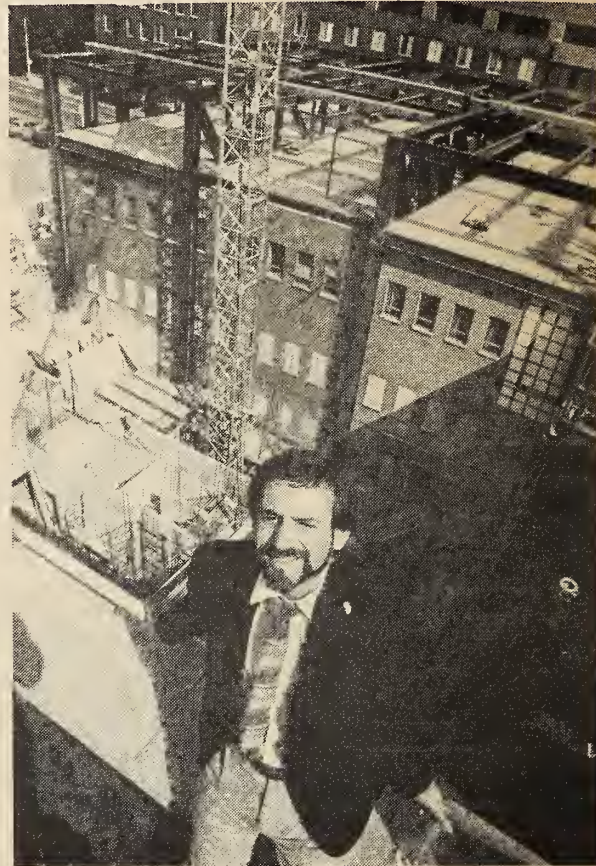
The Faculty of Dentistry has launched a campaign to raise \$3 million over the next three years. Two million would provide two lecture theatres, an audio-visual centre, improved library facilities, a conference room, a continuing education centre, and equipment for teaching and research. The faculty also plans to establish a \$1 million trust fund to be used at the dean's discretion for new research initiatives.

Chairman of the campaign is Dr. Sidney Golden, a periodontist who teaches at the faculty. The campaign has begun at the same time as the faculty's \$19 million renovation.

"Our 20-year-old building and its clinics will be modernized and some new space will enable us to improve facilities for staff and research," says David Keeling, assistant dean (administration), "but the \$19 million provides little equipment beyond the dental chairs and units". Through the campaign, they hope to equip the teaching and research areas to "reasonable levels". They also hope that improved teaching, library and continuing education facilities will attract practitioners, and local dentistry societies and clubs will find the faculty a place they would use as a resource centre and for educational development and advancement. Reflecting that goal is the campaign theme: The Complete Campaign — Make It Yours.

Over the next three years the faculty will approach alumni, professionals and the dental industry. The 5,000 alumni will receive a newsletter several times a year.

So far, the faculty has raised close to \$700,000. One of the fundraising projects was a lottery which raised \$45,000. The prize, a two-week trip to



Trusses installed earlier this month signal the start of the \$19 million addition and renovation at the Faculty of Dentistry building on Edward Street. At the site was project architect Norm Abrams of Allward & Gouinlock Architects. Three additional storeys over the existing northwest wing of the building and a five-storey structure in the old courtyard of the building are scheduled for completion by the fall of 1984.

the Orient, coinciding with the World Dental Congress in November, was won by Dr. Robert Boyko, a Mississauga orthodontist and graduate of U of T.

At the end of the three-year campaign, organizers say they would like to put on a major gala, possibly at Roy Thomson Hall.

Staff grievance panel appointed

In accordance with the Administrative Staff Complaint and Grievance Procedure (approved January 12, 1983), an eight-member grievance panel has been appointed. The membership of the panel, appointed by President James Ham, is as follows: George Altmeyer (*head*); Sally Cumming, M. Barry Griffith, Daniel Herbert, David Keeling, Tennys Reid, Karel Swift and L. Douglas Todgham.

Grievance boards, composed of three members of the panel, will hear and decide grievances which have reached step four in the complaint and grievance procedure. Details of the procedure may be found in section 4.02.11 of the *Manual of Staff Policies*.

Queries may be directed to: George Altmeyer, Head, Grievance Panel, c/o Governing Council Secretariat, room 106, Simcoe Hall, or Irene Macpherson, Secretary, Grievance Panel, Governing Council Secretariat, room 106, Simcoe Hall (978-8849).

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Next Bulletin

The next issue of the *Bulletin* will be published Aug. 22. The deadline for editorial copy and classified ads is Aug. 12. For events and display advertising, the deadline is Aug. 8.

UNIVERSITY OF TORONTO
Bulletin

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U of T loses half a million over visa fee rebate

A decision by the Ministry of Colleges & Universities to heed the protests over visa student fee increases of about 40 percent will mean a loss in revenue to the University of Toronto of probably \$500,000, says David Nowlan, vice-president (research and planning).

Visa students will be able to save up to \$780 in one of the three terms of the academic year 1983-84. For a term of their choice the increase will be only five percent, the same as the increase for Canadian students.

Ben Wilson, assistant deputy minister, says the rebate means there will

be \$2 to \$3 million less than there would have been in the visa differential pool, which traditionally is shared out among the universities. The Council of Ontario Universities estimates the change will cost the universities \$2 million.

The differential fee has been seen as substitute money since it was first introduced, says Nowlan. "Especially at this stage of the budget year, the province should make it up. The overall financial effect in the system should be neutralized."

Notebook

As you thrill to the trick effects in *Return of the Jedi*, the latest *Star Wars* film, you can thank the U of T's Department of Computer Science.

Eva Swenson, coordinator of University Information Systems in the Office of the Vice-President (Research & Planning), spotted in the credits for computer graphics the names of William Reeves, who has a PhD from the department, and Tom Duff, who has an MSc.

Last spring, she says, Reeves presented a talk to the department on how he developed the computer graphics for the three movies. Making a planet look as though it is exploding or a space ship seem to be zooming along at supersonic speeds through canyons isn't easy. However, the resources at Reeves' disposal made it possible to solve most of the problems presented by the science-fiction setting. "Just think of all the equipment he had to play with!" Swenson sighs. "It's an enviable position to be working where money is no object. At U of T he was talking to researchers scraping the bottom of the barrel, and we were drooling."

*

A professor of medical genetics at U of T has written a detective novel, *The Nobel Prize Winner*, about a geneticist who gets bumped off just as he is about to receive a Nobel prize. The sleuth who solves the mystery is a previous winner, also a geneticist, who nominated him.

The co-author (with novelist Eric Koch), Professor Reynold Gold, says it's a very complex mixture of scientific and commercial intrigue — "skulduggery in the lab", he calls it. He thinks scientists are ideally equipped to be detectives, but few mysteries have been written with science as a background because most authors don't know much about science.

The book is set not at U of T but initially in Stockholm and then in California at a research institute they invented. Like Gold, the geneticist who solves the murder is a molecular geneticist who started out in another branch of science: in the case of the fictional geneticist it was theoretical physics, while in Gold's case it was medicine.

At first, Gold felt guilty about inventing the story, since as a scientist he had been trained to write only what was true. Then he felt a great sense of liberation. Ultimately he

realized, however, that writing novels is just as rigorous a discipline as writing scientific papers. "Everything has to fit its frame of reference exactly. If you change one little thing everything else has to be reformed. It's like pulling on a spider's web."

So far, the authors haven't found a publisher, but more than one has expressed interest in the book. They're already at work on a second mystery in what they hope will be a series starring the geneticist sleuth.

*

The Social Sciences & Humanities Research Council of Canada (SSHRC), with its many application forms, sets of rules, etc., is known for efficiency, but not particularly for poetical expression. But then it is not generally known that SSHRC has a Fleeting Opportunities program for libraries. Its purpose, as the name suggests, is to make possible a purchase that is not likely to come up again. The U of T Library has had two such chances to open the door when opportunity knocked: in 1981, when Raymond Souster's papers became available, and this year, when a New York rare book seller had available a collection of early English drama that fit into the library's English theatre and drama collection. The current grant was for \$10,000, with at least an equal sum to be supplied by the University.

*

In the course of her duties, a secretary at the Department of Information Services phoned the Toronto Historical Board recently to find out which U of T buildings are designated or listed sites. When she gave the address to which the information was to be sent, Margaret Bailly, the research assistant in the historical preservation section, did a double take: 45 Willcocks St. was once her address. She and her husband lived there as young marrieds 25 years ago when he was a graduate student at U of T. She recalls sitting on the roof watching their more affluent neighbours, members of the Primrose Club (now the Faculty Club at 41 Willcocks) come and go.

By the way, about 180 buildings in Toronto have been designated for preservation under the Ontario Heritage Act, and 1,800 more are listed as historical sites on the inventory of the board. Ten of the designated sites and 50 of the listed ones belong to U of T.



Bissell awarded Léger fellowship

U of T President Emeritus Claude Bissell has been awarded the 1983 Jules and Gabrielle Léger Fellowship. He received the award at a reception June 27 at Government House in Ottawa hosted by the Governor-General and Mrs. Edward Schreyer. At the award presentation were William Taylor, president of the Social Sciences & Humanities Research Council (left), Gabrielle Léger and Christina Bissell (right).

The fellowship, established in 1979, is administered by SSHRC and is given annually to an outstanding Canadian scholar for research and writing on the role and function of the Crown and Governor-General in a parliamentary democracy. Worth \$20,000, plus up to \$5,000 for research and travel expenses, it has been awarded to Professor Bissell for his work on the second volume of the biography of Vincent Massey. *The Young Vincent Massey*, published in 1981 by the University of Toronto Press, received the City of Toronto Book Award and the Canadian Authors' Association Literary Award for non-fiction in 1982. Volume II will complete the story begun in the first book, which ends in 1935 when Massey was about to take up his appointment as Canadian High Commissioner to the United Kingdom. It will deal with the Massey who most distinguished himself in the minds of Canadians, principally as chairman of the Royal Commission on National Development in the Arts, Letters and Sciences, as an educational theorist and philanthropist and as Governor-General of Canada.

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Events

Lectures

Bilingualism and Multiculturalism.

Series of public lectures, part of TESOL (Teachers of English to Speakers of Other Languages) Summer Institute. All lectures will be held in auditorium, Ontario Institute for Studies in Education, 4 p.m.

Developing a Language Competent Society: Evidence from North American and Developing Countries.

Tuesday, July 26
Prof. G. Richard Tucker, Centre for Applied Linguistics, Washington, D.C.

Beyond Bilingualism: Some Social Aspects of Second Language Learning in Canada.

Thursday, July 28
Prof. Fred Genesee, McGill University.

Levels of Language Proficiency: The View from Second Language Acquisition Research.

Tuesday, August 2
Prof. Lily Wong Fillmore, University of California at Berkeley.

What Really Matters? Grammar, Vocabulary or Social Interaction in Second Language Learning

and Academic Achievement.

Thursday, August 4
Prof. Muriel Saville-Troike, University of Illinois.

English Literacy in Bilingual Societies: Two Case Studies.

Tuesday, August 9
Prof. Bernard Spolsky, Bar-Ilan University, Israel.

Delivering the Goods: Accommodating Multiple Needs in ESL.

Thursday, August 11
Prof. Janice Yalden, Carleton University. (Linguistics, OISE, TESOL, Ontario Ministry of Citizenship & Culture)

Miscellany

Campus Tours.

To Friday, September 2
Walking tours of the St. George campus will be given week-days during the summer at 10.30 a.m., 12.30 and 2.30 p.m. from the Map Room, Hart House. Student guides give hour-long tours in English, French, German or Spanish. Special tours are available for groups, please make arrangements in advance.
Information: Campus Tours, Hart House, 978-5000.

Pollution Probe.

Film Night.
Wednesday, July 27
Evening of several short films. 7 p.m.

Windsurfing Seminar.

Tuesday, August 2
The hows and how-not-tos of windsurfing. 7 p.m. Fee \$3.

Solar Greenhouse Design and Management.

Tuesday, August 9
Seminar on design, construction and management techniques. 7 p.m. Fee \$3.

Preserve It! Preserve It!

Tuesday, August 16
Seminar on freezing, drying, canning and storing fruits and vegetables. 7 p.m. Fee \$3.

Ecology House, 12 Madison Ave.

Information on all Pollution Probe activities, 967-0577.

New Hart House Orchestra.

Thursdays, to September 1
Summer program. Informal drop-in reading rehearsals open to house members; no audition necessary. Great Hall, Hart House. 7.30 to 9.30 p.m.

Stratford Summer Seminars.

August 8 to 13
August 15 to 20
August 22 to 27
Six-day program in Stratford, includes six plays, papers and seminars with festival staff and company. Few places still available.
Information: Scarborough College, 284-3185.

Conference

International Courtly Literature Society.

Monday, August 8 to Saturday, August 13
Fourth triennial congress to be held at Victoria College; over 150 papers will be given.

Keynote address:

Monday, August 8
"Literacy and Society in the 12th Century," Prof. Brian Stock, Pontifical Institute of Mediaeval Studies. 2.15 p.m.
Wednesday, August 10
"Oral and Written Literature in Medieval Germany," Prof. Dennis H. Green, University of Cambridge. 11 a.m.

Saturday, August 13

"Le roman en prose au XIIIe siècle: mythe d'origine et mythe de classe," Prof. Emmanuèle Baumgartner, Université de Paris X, Nanterre. 11 a.m.

Room 3, New Academic Building.
Registration Monday in lobby of New Academic Building from 9 a.m.; fee \$40 includes banquet.

Information, Elsa Scharbach, 978-3812.
(Victoria College, Medieval Studies, French, English and SSHRC)

Seminars

Wrongful Dismissal.

Videotape presentation on termination for cause, period of notice, damages, etc., followed by question and answer period with UTSA lawyer Jim Hayes. Open to members of UTSA only. 4.45 p.m.

Monday, July 25,
Alice Moulton Room, Sigmund Samuel Library.

Wednesday, July 27
264 North Building, Erindale College.

Wednesday, August 3
Faculty Lounge, Scarborough College.

Concerts

Sounds of Summer.

Series being given in conjunction with Royal Conservatory's summer school. Concerts will be in Walter Hall, Edward Johnson Building.

Tuesday, July 26
Carolyn Gundy, violin, and Nancy Antonacci, piano. 5.15 p.m. Tickets \$2, students and seniors \$1.

Thursday, July 28

Choral concert by summer school choir, conductor Margaret Hillis. 8 p.m. Tickets \$5, students and senior citizens \$2.

Friday, July 29

Chamber music with Royal Conservatory students. 5 p.m. Please note: to be held in Royal Conservatory Concert Hall.

Saturday, July 30

Opera workshop performance. 2 p.m.
Information: Royal Conservatory of Music, 273 Bloor St. W.; 978-3771 or 978-4468.

Exhibitions

Toronto Photographer's Workshop.

To July 29
Erindale Campus Permanent Collection.
August 1 to 31
Erindale College.
Gallery hours: Monday-Friday, 10 a.m. to 9 p.m.; Saturday-Sunday, 2 to 5 p.m.

Karena Massengill, Installation.

To August 12
Scarborough College.
Gallery hours: Monday-Thursday, 9 a.m. to 7 p.m.; Friday, 9 a.m. to 5 p.m.; Sunday, 2 to 5 p.m.

Selections from the Hart House Permanent Collection.

To August 18
Hart House.
Justina M. Barnicke Gallery hours: Tuesday-Saturday, 11 a.m. to 6 p.m.

Ontario's Early Court Houses: Outposts of Justice, Symbols of Order, Centres of Activity.

and
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Canada in Maps from Early Times to the Present.

To September 2
Thomas Fisher Rare Book Library.

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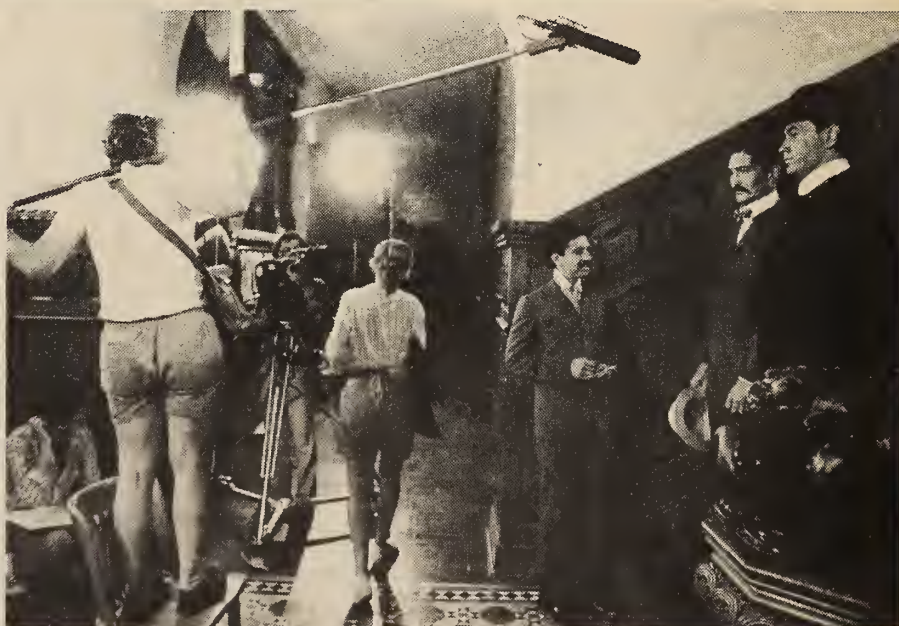
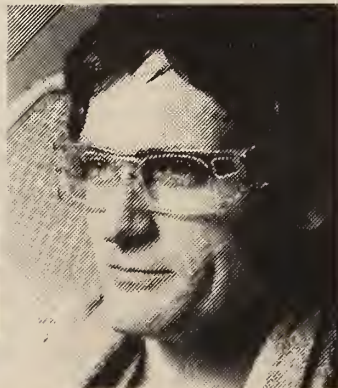
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Runner's story filmed at UC

University College is one of the U of T locations being used this month for the filming of a television docu-drama called "Wildfire: The Story of Tom Longboat", based on a book about the famous Canadian marathon runner by physical and health education professor Bruce Kidd. In the scene at UC, Longboat, played by Terry Harford (right), and British runner Alf Shrubbs, played by Ian Large (second to right) talk to the press before their famous one-on-one race at Madison Square Garden in 1909. Longboat won the classic 26 mile "tortoise-hare" match after catching up with Shrubbs a mile from the finish. Kidd, a champion distance runner twice voted Canada's athlete of the year in the 1960s, has a role in the film as Dorando Pietri, a famous Italian runner and rival of Longboat. The film is scheduled to be shown on the CBC in the spring. Kidd's book on Longboat, an Indian born near Brantford who came out of nowhere to win the Boston marathon in world-record time in 1907, was published in 1980 by Fitzhenry & Whiteside.



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Criticism of TAs 'subjective and unfair'

After reading the article "Changes in admissions process, more money for recruiting recommended" (*Bulletin*, May 24), the Ontario Graduate Association (OGA) was dismayed and confused at the first recommendation regarding teaching assistants.

The recommendation stated that teaching assistant appointments should be made only on the basis of qualifications and competence as teachers — not as a substitute for a graduate scholarship. The report also said that it is felt that TAs are often "unqualified" and "uncaring".

How did a U of T working committee on recruitment and admissions arrive at a decision on teaching assistants? How did that topic get discussed within the committee's mandate, and was their recommendation based on the questionnaire sent to first-year students in arts and science at the Erindale and St. George campuses and to first-year engineering students?

The committee says that TA appointments should only be based on qualifications and competence as teachers. What does the committee mean by this? That graduate students must have teaching certificates before being allowed to teach first year students in their subject, or does it mean that graduate students must go through an appointment procedure as do faculty? Who will decide if the TA is qualified and competent? The department, as it is done now through a detailed hiring procedure, or the first year students who, if they are lucky to have a TA in the first place, are meeting him or her in an instructor/student ratio of at least 30:1? Such a poor teaching environment is a direct result of the provincial government's deliberate policy of university underfunding. Since 1978, the U of T administration has been short-sighted in its refusal to resist these cuts. Interestingly enough, it is no secret that

the U of T administration would like to eliminate tutorials for undergraduates (thus teaching assistants) altogether. In such circumstances, provocative survey results, taken out of context, will only be used to justify measures that will cause the quality of university education to deteriorate further.

The committee specified that a TA appointment should not be a substitute for a graduate scholarship and the OGA agrees with this. Unfortunately, due to the economic climate, a TAship is generally the only source of money available to most graduate students, especially for non-science graduate students. As it stands now, there are only 1,200 Ontario Graduate Scholarships available for all Ontario graduate

students. U of T alone has five times that number of academically qualified graduate students. It does seem that the root problem, in regard to the lack of graduate scholarships (funding), is the same problem that faces the entire university system: chronic underfunding. The solution to this problem does not seem to be to pit certain sectors of the university against one another.

The committee's final point is that TAs are often "uncaring". Not only is this a nebulous term, it is highly subjective and very unfair to the vast majority of teaching assistants. A TA can be classed as uncaring if he or she is not thrilled at a student's phone call at 3 a.m. (and this "often" happens), or when the TA does not know all the

students personally in an overcrowded tutorial. The accusation of an uncaring teacher seldom occurs when the TA is not under various pressures and has a class of 10 students. In fact, the comment of seeming "uncaring" is generally levelled at faculty for the above reasons. Underfunding of the university system does indeed produce some strange bedfellows, does it not?

The Ontario Graduate Association would be more than willing to discuss this particular recommendation with the Subcommittee on Admissions & Awards, and perhaps a mutual understanding can be reached.

Monika Turner
President
Ontario Graduate Association

Comments based on 'flimsy, flawed' evidence

We would like to express our concern that the *Bulletin* saw fit to highlight the question of TA competence and responsibility without questioning the validity of the information on which the committee on recruitment and admissions made its recommendation. Indeed, there is the basic question of why the committee was submitting recommendations for TAs and whether it was competent to do so.

In regard to the report, we have a number of points to make. We would first like to point out that the *only* information which the report cites in support of its conclusions that TAs are "unqualified" and "uncaring" is the response of first year U of T students to *one* question in a recent survey. The question asks students what their "over-all impression" is of various aspects of their education at U of T, including professors, TAs, classroom and laboratory facilities, etc. In arts and science, 56 percent of the students

reported that TAs were good to very good, while 77 percent reported the same ratings for professors. On this type of comparison alone, the committee feels justified in slandering our members, calling them "unqualified" and "uncaring" and their marking "irregular" and "predatory". To assume that one can compare the rankings of professors and TAs as *the* indicator of their relative capabilities is to ignore totally the fact that TAs teaching first year courses have a different status and often perform very different teaching roles than professors. All in all, it is clear that the committee has seriously abused and misused its survey information.

This does not mean to say that first year students are not dissatisfied with the education they are receiving. It would be amazing to us if they were not! However, to point to TAs as the cause of that dissatisfaction is either incredibly naive or just a blatant case of scapegoating. Is it not rather curious that without providing any substantiating evidence, the report states that "our investigation leads us to believe large classes in themselves are not a deterrent (to attending U of T) . . . the feeling of isolation occurs when students cannot get answers to questions . . . and therefore, the section lecturers and teaching assistants . . . must inspire confidence, be accessible, and interested" (p.17). Are we to believe that there is no connection between class size, accessibility and marking standards, when the administration persists in under-staffing first year courses? How can TAs be faulted for not being able to give students the attention they deserve when they are over-worked and under-staffed?

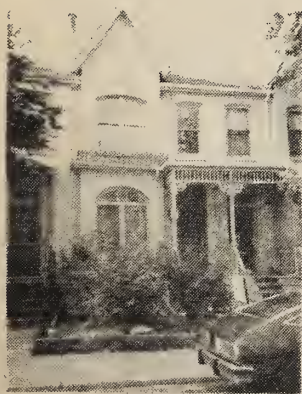
At a time when the University administration is slashing the budgets of all departments (except administration), increasing general fees, im-

plementing differential visa student fees, allowing class sizes to increase, laying off library workers and other support staff and restricting TA budgets, it is beyond belief that the administration should make such a blatant attempt to transfer responsibility for the tarnished image of U of T to its TAs, lecturers and professors.

It is particularly ironic that the report should accuse TAs of being uncaring and uncaring about the quality of education at U of T when it was the administration which recently refused to meet with our bargaining team to discuss a series of non-monetary proposals relating directly to the quality of education (including an examination of student/TA ratios, class sizes and marking standards). It is hard to take the administration's claim seriously that it is interested in improving the quality of education, when it will not even consider setting up committees to study the problems of class sizes and marking standards.

Our members care deeply about the quality of education at this institution. It is grossly unfair and unjust to accuse TAs of being "unqualified", "uncaring" and "sometimes predatory" when it is the administration which continues to erode their working conditions and job security. It is particularly insulting that they should make such comments based on flimsy and flawed evidence. As such, we demand that the offensive comments on TAs be stricken from the report, and that the administration provide a public apology to our members for those comments.

Alan Hall
President
For the Executive
Canadian Union of Educational
Workers, Local 2



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Media Centre productions win awards

The U of T Media Centre has won two awards at this year's Association for Media & Technology in Education Media Festival.

"The Bread We Live By", a film detailing the evolution of bread using time lapse photography, made with botany professor John Morgan-Jones, won best film in post-secondary instruction.

Best video-tape went to "Robin Hood and the Friar", a presentation by Poculi Ludique Societas. The program presents an introduction followed by the performance. An accompanying handbook features the complete performance text, historical background, director's notes, and commentary on staging, acting, costuming and music.

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A classified ad costs \$5 for up to 35 words and \$.25 for each additional word. Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code.

A cheque or money order payable to *University of Toronto* must accompany your ad.

Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Marion de Courcy-Ireland, Information Services, 45 Willcocks St. Ads will not be accepted over the phone.

Accommodation Rentals Available — Metro

Sabbatical Rental: Riverdale house, 3 bdrms, fire place, modern kitchen, private fenced backyard with patio, all appliances, furnished or unfurnished. Four blocks to subway. One year starting October 15 (negotiable). Phone Dr. El-Sharkawy 978-6737 or 466-3951.

House for rent: Etobicoke East. Available September 1st, 1983 for one year (negotiable). 3 bedrooms + den, 3 fireplaces, pool, large garage, all appliances. \$1200/month + utilities. (416) 233-9325.

Shared accommodation: Beaches, ravine. Good rooms in nature-loving, educated German family home. Price negotiable. 104 Victoria Park Ave. Tel. 694-4010.

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St. Clair-Walmer Road. For 6 to 8 months. Furnished apt. Large bedroom—den—living/dining room—kitchen—1½ bathrooms. Air conditioned. Indoor parking. Health club, indoor swimming pool, doorman. Near transportation. Hydro included. \$700 per month. 962-3220.

For rent, Old Mill, Baby Point area. Two storey, four bedroom, detached home, 1½ bathrooms, fireplace, dishwasher, sun decks, private garden, garage plus extra parking. One year lease. References. 767-9477 or 766-4311 Ext. 5489.

Skylit room in shared home, available Sept. Oct. & Nov. includes washer & dryer, backyard, parking, outdoor hot tub on rooftop deck. Danforth & Logan on subway line. \$300 month plus utilities. Call Judith days 598-2521.

Roommate wanted: mature, non-smoking, feminist woman would share two-bedroom upper apartment with same. Harbord-Spadina area. Clean older building, wood floors, deck. No pets. \$296/month inclusive. September 1st. Pauline, 929-5675 after seven.

Yonge-Lawrence. Large 4 bdrm, centre hall, main fl., family rom., large kit., deck, private drive, close to subway. \$1400 mo. 482-1800, evenings 225-3826.

Spacious renovated apt. — 3 bdrm. Upper 2 floors of house. Airconditioned, 6 appliances, fireplace, sundeck, broadloom, skylights. Good schools, shopping, TTC. Downtown. References. \$1,100/mth. (negotiable) Sept. 15th. '83: 978-6013, 962-8256.

One bdrm. renovated apt. Lower duplex with garden, Downtown. Good schools, shopping, TTC. References. \$600/mth. (negotiable) Available Oct. 1st. '83. 978-6013, 962-8256.

Above average townhome. 3 bedrooms — opposite Wil Simpson Pk on Queen East. \$750 monthly. Lease available. Call days 465-2958, evenings 463-5047.

Apartment sublet: 1 bedroom furn., very quiet bldg. Available (flexible) Oct to May or June, or Dec to May or June. 653-0587 6-9 p.m.

House for rent: Riverdale renovation, 3 storey, finished basement, 2 bedroom, den, 3 baths, fireplace, 3 decks, 4 appliances, 2 car garage. \$975 + utilities. Available August 1. 484-4240.

Furnished 2 bedroom apt. available for sublet for 1 year from Sept. 1st. Rent \$463 plus \$28 parking to visiting physician or university professor. Suitable for 1 person only. If interested, please phone 926-2698 - day or 921-4622 p.m. Apt. situated in the Bloor-Avenue Road area.

For rent, large bedroom in house shared with two others. Near U of T. Faculty or mature graduate student 30+ preferred. Big kitchen, 2 bathrooms, garden, washer & dryer. Please — no smokers or pets. \$250 per month + utilities. Call 929-0270.

For rent, unfurnished 4 bedroom townhouse near Church and Wellesley Streets. Two bathrooms and two decks. Central air. Appliances. \$1350. 484-4613.

For rent. Excellent sabbatical home. 2 bedrooms & large study, completely furnished — crockery, cutlery & linens. 1½ baths. 15 minutes from U of T. Available immediately. Phone 465-9374.

Spacious 2-bdrm. apt. 24-foot living room. Balcony. Near golf course. Victoria Park subway. Attached shopping complex. Fantastic rec centre. 2 pools, gym etc. \$650 monthly. Evenings - 532-7257.

Bloor-Yonge bachelor. Large, attractive, nicely furnished. Air conditioning. Lots of storage. Quiet building. September to May or possibly longer. \$425 monthly. Evenings, 532-7257.

For rent duplex. Avenue Rd./St. Clair area, 3,000 square feet, huge centre hall, living room 15 x 17, fireplace, broadloomed, dining room, professional kitchen, modern appliances, pantry, upright freezer, four bedrooms, three full baths, sunroom with balcony, full deck with sliders overlooking garden, no children or pets. Lease \$1,750/month until April will sublet at \$1,300/month. Phone 362-0534.

Palmerston Blvd main floor flat. 3 bedrooms, garage, garden, fireplace, fully furnished (negotiable). Suit small family. Available Aug. 1. \$950/mo plus utilities. 924-0379 or (705) 764-8857.

Executive Rental "Showplace" \$2,500 per month. Furnished lavishly — fully equipped. "In demand" 66 Collier St. Condominium. 2 bedrooms, den. 2 year lease available. 24 hour security, swimming pool, air conditioning. Every luxury. Florence Skelly. 489-2121. Johnston & Daniel Realtors Ltd.

Accommodation Exchanges

Spring, 1984. Foreign graduate student wishes to exchange furnished apartment in Rome for the same in Toronto. Duration and terms negotiable. Refs. Professor F. Salvatori, 46 North Park Drive, Toronto, Ontario, M6L 1K2. (416) 244-6201.

Accommodation Out of town

Moving to or from Ottawa? Contact Verna Salloum, C.F. Thorpe Realty Limited, 151 Bank Street, Ottawa, (613) 737-3151; Res-731-4199.

Apartment in Rome available to teachers and researchers, academic year 1983/84. Rent to be discussed. Contact Dr. Del Re (416) 487-4959 after 5 p.m.

France, historical location in Paris centre near the Louvre. A furnished, very large, 140 square metres apartment; 6 rooms, den, appliances. Suitable for a visiting professor and family, sabbatical rental, \$750/month. 418/643-7001, ask M. Pré in the painting department.

Wanted to rent — cottage on or near lake with beach suitable for small children. Wanted for week of Aug. 8 (full week or Mon-Fri.). Contact David Askew, 978-8590.

Accommodation Rentals Required — Metro

Fully furnished house or large apartment required for visiting Australian academic, wife and child, from early October 1983 for 1 year. Preferably walking distance of St. George campus. Please call Ian Colditz, 978-2571.

Quiet student and dog seek furnished room, yard, preferably near High Park, from August. Write 12928 — 62 Avenue, Edmonton, Alberta, T6H 1N8.

Accommodation for Tues. Wed. nights for professor commuting from Waterloo. Sept. through Dec. walking distance from campus. Bedroom and kitchen access for breakfast, evening coffee, required. Call B. Simpson (519) 885-5256 or (519) 885-1211 extn. 3294.

Accommodation Houses & Property for Sale

Magnificent Victorian, steps from campus, only 2 owners in 100 years. 10 room detached beauty, all original charm intact, beautiful private garden, garage or coach house plus extra parking. \$179,000. Darrell Kent Real Estate Ltd. Barbara Peltz, 534-6381.

For sale — \$157,900 Annex condominium — Admiral Road, a 4 level townhouse, 2 large bedrooms, family room, patio, 3 washrooms, 3 kitchen appliances, heated parking, August 1st occupancy. Barbara D. Bruce, Darrell Kent Real Estate Ltd. Realtor. 534-6381, 925-1797.

Sale \$249,000 or rent \$1,500/month. 2 storey elegant, executive home, 4 + 1 bedrooms, 4 bathrooms. York Mills/Bayview. Call Marie Shirkey, 449-7255 evenings.

\$135,000 charming bright bungalow, 3-4 bedrooms, 2 bathrooms, York Mills/Leslie, green belt. Call Marie Shirkey, 449-7255 evenings.

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College Typing & Word Processing, 270 Augusta Avenue — one block west of Spadina at College. All work — resumés, manuscripts, etc. — kept on disk, easily and inexpensively updated/revise. Most jobs — 24 hrs. 928-3492.

Superb Typing, transcription and word processing. Excellent staff, quality workmanship, professional product. SUPER-BUREAU, One Gloucester St., Suite 106 (just north of Wellesley Subway Station). 968-6534.

Professional Typing and Word Processing ("camera ready" copy): Essays, theses, manuscripts, technical reports, multiple letters and persuasive resumés. Sterling University References. On campus — 81 Harbord St. at Spadina. 968-6327.

Downtown Typing — Letters, Resumés, Essays, Reports etc., for a professional look to your work call 960-9386 any time. Excellent Rates.

Word Processing Services: Essays, Theses, Manuscripts, Resumés — no job too big or too small! Centrally located at Yonge & Carleton Sts. Competitive rates, fast, accurate. For more info, please ring: 598-1104.

Professional typing of essays, manuscripts, theses, reports. \$1.30 per double spaced page. Sonia 421-7429.

Typing at its best. Call V.J. Bishop. 922-8509.

Miscellaneous

Junior College of Computer Literacy — Accredited alternative secondary school providing an education committed to integrating sciences and liberal arts. Our program also provides the skills required to use computer technology competently and creatively. For information on September registration phone 463-4219.

Speed Reading Seminars for business, short-term courses for students. Improve reading efficiency immediately. Necessary survival skill for the future. Reasonable fees. Call Patricia, president of Speed Reading Consultants, 924-5104. 9 a.m. — 12 noon. Wkdays.

Employment Opportunity. Research Co-ordinator for multi-disciplinary Programme in Gerontology, University of Toronto: to work with Director in the development of a research activity, fostering linkages and monitoring opportunities; applicant should be personally involved in a research effort in aging. PhD or equivalent scientific qualifications with research interest in gerontology/aging. Three year term; salary appropriate to qualifications. Application with full curriculum vitae and three letters of reference should be sent to: Dr. B.T. Wigdor, Programme in Gerontology, University of Toronto, 455 Spadina Ave., Room 407, Toronto, Ontario. M5S 1A1.

Braun Kitchen Machine, complete, all attachments, scarcely used. Two typewriters, both excellent condition: IBM electric office machine, 18" carriage; Hermes 3000 heavy-duty portable, newly serviced. Telephone 6-9 p.m. 653-0587.

Volvo wagon (78, automatic) 60,000 little-old-lady km, well maintained. More car than I need: invite offers for smaller car (not U.S.) and cash. Telephone 6-9 p.m. 653-0587.

Test your memory — the Department of Psychology needs participants for memory tests. Those over 35 are especially needed. Native English speakers preferred. \$5 for approximately 80 minutes. 978-8811, M-F. 10-5. Call Dr. Mueller or Steve Sloman.

Chinook, the Canadian ultralite airplane. Oshkosh champion 1983, immediately available on site. Kit build yourself or we arrange assembly. You could be flying this summer. Cross Country Ultraplans, Hare Field, Holland Landing, (416) 898-1358.

Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Steve Dyce, 978-5468; (3) Jack Johnston, 978-4419; (4) Elaine Preston, 978-2112; (5) Barbara Marshall, 978-4834.

Clerk II (\$13,460 — 15,840 — 18,220) Parking Office (1)

Clerk Typist II (\$13,460 — 15,840 — 18,220) Management Studies (4), Ophthalmology (2)

Clerk III (\$14,820 — 17,440 — 20,060) Continuing Studies (4)

Clerk Typist III (\$14,820 — 17,440 — 20,060) Law (3), Preventive Medicine & Biostatistics (5), Joint Program in Transportation (3)

Secretary I (\$14,820 — 17,440 — 20,060) Pharmacology, 50 percent full-time (5)

Secretary II (\$16,300 — 19,180 — 22,060) Administrative Services (1), Computer Systems Research Group (4)

Secretary III (\$18,160 — 21,360 — 24,560) Mechanical Engineering (1), Physical Plant (1), French (4)

Laboratory Technician I (\$14,820 — 17,440 — 20,060) Pharmacology (5), Physiology (5)

Laboratory Technician II (\$18,160 — 21,360 — 24,560) Pharmacology (5), Nutritional Sciences (5), Surgery (2), Department of Medicine (2)

Laboratory Technician III (\$20,050 — 23,590 — 27,130) Dentistry (4)

Programmer II (\$22,260 — 26,190 — 30,120) Computer Science (4)

Programmer III (\$27,430 — 32,270 — 37,110) Computer Systems Research Group (4)

Placement Officer (\$16,300 — 19,180 — 22,060) Career Counselling & Placement Centre (2)

Administrative Assistant I (\$18,160 — 21,360 — 24,560) Career Counselling & Placement Centre (2), Research Administration (5), Physiology, 70 percent full-time (5)

Administrative Assistant II (\$23,510 — 27,660 — 31,810) Erindale (4)

Supply & Services Manager (\$22,260 — 26,190 — 30,120) Robarts Library (3)

Staff Development Officer Personnel Officer III (\$32,110 — 37,780 — 43,450) Personnel (5)

Director (\$39,220 — 49,020 — 58,820) Guidance Centre (3)

Director (\$39,220 — 49,020 — 58,820) Purchasing (3)

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